



THE  
**ROBERT  
NAPIER**  
SCHOOL

# Deputy SENCO

Candidate Application Pack

A **Beyond** ACADEMY  
SCHOOLS TRUST

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## Message from Jenny Tomkins, Headteacher

A warm welcome and thank you for your interest in the role of **Deputy SENCO** here at The Robert Napier School, part of the Beyond Schools Trust.

Raising aspirations is at the heart of our success, as we focus on supporting the all-round personal development of our students. Our culture and ethos - **Learning Today, Beyond Tomorrow** - centres on the ethic of excellence. Strong and positive relationships throughout our community form the foundation of our success, and we are dedicated to achieving the best for our students on their exciting seven-year journey.

We pride ourselves on building trust and forming strong connections with our young people, fostering an environment where every student feels valued and supported. We have an amazing team of hardworking and dedicated staff, creating a happy school environment where we are committed to making a real difference. We take pride in celebrating our students' successes year after year, whether they progress to university, secure sought-after apprenticeships, or enter meaningful employment.

The successful applicant will be joining us at an exciting time for the school, as we embark on the next chapter of our journey. Following a period of rigorous review, significant change and improved outcomes, we are well positioned to continue our progress and development. Personally, I feel privileged to lead this vibrant and historic community school into its next phase of growth.

I strongly urge you to come and visit our wonderful school community to experience first-hand the positive relationships and inspiring atmosphere that make The Robert Napier School such a special place. Should you wish to arrange a visit or have any further enquiries, please do not hesitate to get in touch using the contact details provided in this pack.

I look forward to receiving your application.

Jenny Tomkins  
Headteacher



## About The Robert Napier School



**Learning Today – Beyond Tomorrow** sets the tone for our seven-year learning journey. We seek to engender the school values of **Kindness, Respect, Courage, Resilience, Responsibility, and Fairness** in all our students' behaviours, ensuring they are ready to contribute positively to their community beyond our doors. All staff play a central role in shaping this journey, supporting students to take ownership of their learning and success, and making the most of the many opportunities afforded by the school.

Based in the heart of the Medway Towns, The Robert Napier School is a non-selective, mixed secondary school of 1100 students, including 130 in the Sixth Form. The school is an eclectic mix of the old and the new, with the original buildings constructed in the 1850s when the school was the original 'Gillingham Grammar School'. Since then, the school has grown to include a range of buildings, the most recent being the 'Caxton' block, formally opened in 2011. The school has excellent facilities including state of the art ICT provision, a purpose-built lecture theatre, retractable bleacher seating in the hall to accommodate up to 380 people, a permanent stage with full lighting and sound rig, a multi-use games area, large playing fields and excellent sports facilities. The school also provides specialist Access to Mainstream Provision for vulnerable students, as well as a dedicated Visually Impaired unit.

The school is a proud member of the Beyond Schools Trust. Working in partnership with the Robert Napier School, the Trust is made up of 4 other secondary schools and 5 Primary Schools all located within an 8-mile radius. The schools work closely together as a family of schools to provide an outstanding education experience for the children of Kent Medway.

In January 2019, the school was delighted to be rated Good by Ofsted, having been rated requiring improvement and satisfactory in its three previous inspections. This was well deserved recognition of the hard work and dedication of the staff to drive improvements. The school continue to drive standards in all areas of the school, to ensure the students receive the best quality education and opportunities.

We value our staff, investing in their training and development at all stages of their career. Comprehensive, individualised training plans are drawn up for all staff, designed to meet their needs and enable them to take the next step in their career. New staff engage in a comprehensive induction programme and are allocated a subject specific mentor, as well as a dedicated coach all of which is aimed to ease your transition into the school.



# Welcome from our Chief Executive Officer

## Welcome to Beyond Schools Trust

We are an ambitious organisation of 10 schools, serving the educational needs of nearly 7,000 children and young people aged 3 to 19.

Our academies are based in a tight geographical area drawing students and employees from Kent and Medway in the South East of England.

We employ around 900 people in a range of roles designed to support children to be successful when they leave the Trust. We also rely on the time and commitment of over 100 volunteer Trustees and Governors, who share our ambitions for our schools and our students. These are expressed in our vision, our mission, and our values.

We have a strong belief in the value of lifelong learning and in our strategic plan, we set out to develop a Trust that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. We also believe that our greatest asset as an organisation, is our people, and we are privileged to be involved with such courageous, committed and child-centred employees. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a supported and motivated staff create the best environment and the best opportunities for students to achieve their full potential.

Welcome to Beyond.



Andrew Minchin  
Chief Executive Officer



# About the Beyond Schools Trust

## Our vision is simple:

To be the most respected family of schools - trusted to provide the highest quality of educational experiences in our communities.

We believe that by working together, rather than in isolation, we can accelerate school improvement and embed our vision in our academies. In working and collaborating towards our common strategic objectives, we can create more opportunities for lifelong success for our students.

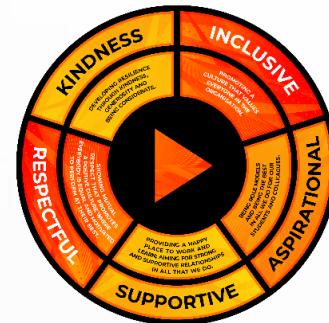
The fundamental philosophy behind the Beyond Schools Trust's vision and strategic plan is all about thinking beyond the present day; looking at what is right for our students and staff both now and in the longer term.

Put simply we strive to:

- Develop and retain the best employees that know how to provide the best educational experience
- Support, motivate and reward our employees to go above and beyond for our students
- Be responsive to our students' and employees' needs so they are prepared for a rapidly changing world.

## Our Values

Everyone in our Trust has a part to play in bringing the ethos and culture of our values alive. We are committed to ensuring everyone knows why we should value each other and how we should value each other, so we can create a community where we all aspire to succeed. Our values are not the static states of play but things we are always striving to develop and uphold as part of our culture.



## Our Mission

To provide opportunities for everybody to be the best they can be.

We want every one of our students, teachers, or Governors to be the best that can be. We will work tirelessly to support them to reach their potential.



**Beyond Schools Trust, Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ**



**01634 888115**



**[www.beyondschools.co.uk](http://www.beyondschools.co.uk)**



**[hello@beyondschools.co.uk](mailto:hello@beyondschools.co.uk)**



# Job Description – Deputy SENCO

Reporting to: SENCO  
Salary: Main Pay Scale / Upper Pay Scale + TLR2B (5,872)  
Location: The Robert Napier School, Third Avenue, Gillingham

## Job Purpose

We are looking to appoint a Deputy SENCo to support the SENCo to lead, manage, develop and maintain high quality special educational needs provision which enables quality teaching, excellent learning outcomes and success for all students.

## Duties & Responsibilities

- Deputise for the SENCo, to ensure the implementation of the Special Educational Needs (SEN) policy and provision in the school.
- Lead and mentor the team and assist the SENCo in implementing the operational activities of the Department to ensure that the appropriate provision is delivered for our individual students with SEN or a disability (SEND).
- Manage the Visually Impaired resourced provision, the VI Specialist team and line manage the VI specialist teacher.
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies.
- Have oversight of the provision for students on the SEN register, liaising with all stakeholders to track and monitor progress.

## SEND Student Responsibilities:

- Support and investigate for early and accurate identification and assessment of special educational needs
- Work alongside the SENCo to Maintain an accurate SEN register, including students under medical needs and under monitoring.
- Serve as the first point of contact for an allocated group of key SEND and EHCP students.
- Liaise with school staff, parents and external professionals regarding the needs and progress of these students.
- Attend reintegration meetings and governor panels as required for allocated students.
- Coordinate with the Assistant SENCo and AEN Support Officer regarding actions arising from parental and/or professional meetings and daily operational tasks.
- Ensure Teams records are up to date for all allocated students.
- Provide notes to Assistant SENCo and AEN Support Officer for logging on Arbor or/and updates of SEND Student Profiles.
- Conduct classroom observations and contribute written summaries to reviews, referrals, or statutory assessment requests.
- Oversee the SEN Monitoring List and identify when increased provision is needed.
- Take responsibility for writing and updating Costed Provision Maps, PCARs and EHCP documentation & consultations, including targets and outcomes for students.
- Hold and document review /meetings conversations with parents and professionals and logs of these on Arbor.



### **Direct Teaching/Intervention Delivery**

- Classroom teaching time/intervention time: 15-20 hours per fortnight to model and showcase best practice.
- Support with developing the Nexus Targeted Intervention programmes for allocated Year 7, 8 and 9 groups.
- Assessing and tracking progress as well as reviewing and adjusting targeted intervention accordingly.

### **Team and Cross Department Responsibilities**

- Directly line manage the VI department.
- Support with line managing the team of Learning Support Assistants (LSAs), including focusing on providing opportunities for their continued professional development and hold review conversations.
- Deliver and/or organise training for LSAs and VI LSAs related to specific interventions or areas of school.
- Attend House Team or Subject Department meetings as requested to provide updates on SEND students and note concerns raised about specific students; action and allocate follow up tasks from these meetings.
- Chair or contribute to Teach Meets for SEND or AEN students as needed.
- Deputise for SENCo in attending governors' panels when needed.
- Oversee SEND referral system, updating Arbor, discussing possible actions with SENCo and allocating tasks to follow up.
- Support the AEN Support Officer with the assessments, reviews and targeted provision for EAL students.
- Review information gathered by the Assistant SENCO for external professional referrals and complete and sign off referrals, including NHS, private assessment and Local Authority referrals.
- Complete allocated consultation responses, by liaising with current setting and parent, discussing with SENCo and reviewing Local Authority provided documentation before responding to request for placements.
- Attend allocated parents' evenings, SEND parent events and open evenings.
- In conjunction with SENCo, devise department transition plan for Y6 to Y7 transition, including collecting information from primary schools, attending schools to meet with SENCo and carry out observations, arranging enhanced transitions for selected students and meeting with parents of allocated high need students.
- Contribute to the SEND Department Development Plan.

### **Overall Expectations:**

- Contribute to a positive and inclusive whole school ethos that promotes excellent outcomes for students with SEND.
- Ensure the school meets its responsibilities under the Equality Act 2010, Children's Act 2014 and the SEND Code of Practice 2015.
- Support the SENCo in developing a strategic overview of provision for students with SEND across the school, monitoring and reviewing the quality of provision.
- Work alongside the SENCo to ensure the school SEND policy is implemented effectively across the school.
- With the SEN Team develop, implement and monitor strategic SEND plans that are reflected in the School Development Plan.
- Support all staff in understanding the needs of SEN students.



- Liaise with staff, parents, external agencies and other schools or settings to co-ordinate their contribution, provide maximum support and ensure continuity of educational provision for students with SEND.
- Maintain an up-to-date knowledge of national and local initiatives which may affect the school's policy and practice.

#### **Compliance and Confidentiality:**

- Ensure confidentiality is maintained regarding all school matters.
- Work in line with the school's Equality and Child Protection policies.

#### **Essential Skills**

##### **Applicants must:**

- Be an outstanding practitioner in the classroom, capable of significant adaptations to suit our learners.
- Demonstrate excellent IT skills, including proficiency in Microsoft Office.
- Possess effective oral and written communication skills with a high standard of English.
- Exhibit strong interpersonal skills with a patient and empathetic demeanour.
- Be able to remain calm under pressure and meet deadlines.
- Work independently or as part of a team, showing initiative and reliability.
- Understand confidentiality guidelines and when to pass on important information.
- Be honest, trustworthy, punctual, and organized.
- Have knowledge of safeguarding procedures and a commitment to equal opportunities.

#### **Accountability and Discretion:**

The Deputy SENCo will take responsibility for decisions within the parameters of this job description and contribute to the ongoing success of the school's SEND and VI departments.

#### **Other Specific Duties**

- Engage in our Professional Growth Model—a continuous development approach that replaces traditional appraisals with regular, structured feedback and support.
- Benefit from ongoing professional development, clear career progression pathways, and a culture that values collaboration and innovation.
- Be part of a high-performing, empowered workforce focused on improving outcomes for all pupils through shared learning and growth.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) or as requested by the Headteacher if not mentioned in the above
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School's Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures



## **Other Specific Duties**

- To undertake any other duty as requested by the Head Teacher if not mentioned in the above
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School's Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures

## **Generic duties relevant to all members of staff**

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources, and ideas and realise the Trust's visions and aims. All staff should act with professional integrity at all times, following the "Code of Conduct".

## **Equality and Inclusion**

The Trust is dedicated to creating an environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of ALL staff are recognised and valued. It is therefore the responsibility of staff to conduct themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. All staff, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against colleagues/staff, pupils, contractors, stakeholders and members of the public.

## **Safeguarding**

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations put in place. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures as set out by Beyond Schools Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead at the site where you are located.

## **ICT**

All staff will be expected to utilise ICT and to improve communication and reduce paper use where possible. Security procedures must be followed when using ICT systems and particular care and attention should be taken with any communications that may result in a breach of GDPR.

All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

## **Health and Safety**

Employees are required to work in compliance with the Trust's Health & Safety Policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.



In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training, and supervision necessary to accomplish those goals.

**This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust and the Director of Human Resources. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.**



# Person Specification

CRITERIA	QUALITIES
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>National Award for SEN Co-ordination (or to be achieved before start date)</li> <li>Degree</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working at a whole-school level</li> <li>Involvement in self-evaluation and development planning</li> <li>Experience of conducting training/leading INSET</li> <li>Experience of line managing other people</li> <li>Experience of responding to external agency requests</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>Sound knowledge of the SEND Code of Practice</li> <li>Understanding of what makes 'quality first' teaching, and of effective intervention strategies</li> <li>Ability to plan and evaluate interventions</li> <li>Data analysis skills and the ability to use data to inform provision planning</li> <li>Effective communication and interpersonal skills</li> <li>Ability to build effective working relationships</li> <li>Ability to influence and negotiate</li> <li>Good record-keeping skills</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school</li> <li>Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability</li> <li>Ability to work under pressure and prioritise effectively</li> <li>Commitment to maintaining confidentiality at all times</li> <li>Commitment to safeguarding and equality</li> </ul>

**Beyond Schools Trust** is committed to safeguarding and promoting the welfare of children and young people as its number one priority. The commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust.

This post is subject to an Enhanced DBS Disclosure, Children's Barred List and where applicable Disqualification under the Childcare Act check



# Summary of Terms & Conditions

<b>Start date:</b>	April 2026 (or sooner)
<b>Contract Type:</b>	Full-Time / Permanent
<b>Place of Work:</b>	The Robert Napier School, Third Avenue, Gillingham, Kent ME7 2LX
<b>Hours &amp; days of work:</b>	32.5 hours per week Monday to Friday
<b>Salary:</b>	Main Pay Scale/Upper Pay Scale + TLR2B (5,872)
<b>Induction Period:</b>	This post has a 6-month induction period.
<b>Pension:</b>	Membership of the Teacher Pension Scheme for teaching staff
<b>Notice period:</b>	As per Conditions of Service for School Teachers – Burgundy Book
<b>Car insurance:</b>	Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



# Benefits

## Care First:

Access to **Care First** Employee Assistance Programme. Care First provides independent and professional employee support services from qualified counsellors and information specialists designed to help you with a wide range of work, family and personal issues.

## Benenden Healthcare:

Non- contributory membership of Benenden Healthcare Scheme. which includes immediate family access to 24/7 GP service.

## Professional Growth:

***We don't appraise. We grow*** We believe professional growth is not a once a year event but an everyday commitment. That's why we've replaced the traditional annual appraisal with our **Professional Growth Model**, designed to foster meaningful, continuous development for all staff.

### The Professional Growth Model promotes:

- Continuous learning
- Regular feedback,
- Collaborative development

All through collaboration, constructive dialogue and structured meetings with line managers.

### Key benefits for staff include:

- Ongoing support for personal and professional development
- Clear pathways for career progression
- Regular, constructive feedback to enhance performance
- Opportunities to contribute to team and Trust-wide improvement
- A culture that values collaboration, innovation, and growth

We believe this approach helps build a high-performing, empowered workforce focused on improving outcomes for all pupils

## Continuing Professional Development:

A comprehensive induction programme for all staff with a commitment to continuing professional opportunities across the Trust.

We invest in our staff by encouraging continuing professional development and enabling opportunities for career progression. An example is that staff have access to collaborative coaching across the Trust. Feedback from staff (May 2023) includes the following:

*"It has been brilliant to speak to people who are in a similar position and have similar expectations in regards to the whole educational environment"*

*"The time to speak to our colleagues across the Trust and to go on this journey together has been welcomed".*



*"I have learned so much during these workshops and I am extremely grateful for them"*

*"Learning the skills to become an effective leader for when I become a middle leader"*

*"I feel more confident in my people skills and how I motivate and converse with my team in order to achieve our shared goals".*

**Staff Wellbeing:** Whole Trust approach to well-being.

**Pension Scheme:** All teachers will automatically be enrolled into the **Teachers' Pension Scheme**. Contribution bandings are based on actual salary. Contribution rates from 1<sup>st</sup> April 2025 are as follows:

<b>Annual Salary Rate</b>	<b>Member contribution Rate</b>
Up to £34,872.99	7.4%
£34,873 to £46,943.99	8.9%
£46,944 to £55,660.99	9.9%
£55,661 to £73,768.99	10.5%
£73,769 to £100,590.99	11.6%
£100,591 and above	12%

**Other Benefits:** Two-week, half-term break in October

**Family Friendly Policies:** The Trust offers generous family friendly policies including maternity, paternity, shared parental leave and adoption.

**Employee Referral Scheme:** Up to £500 payable for a new employee referral across the Trust

**Cycle Scheme:** The Trust is a member of the Cycle to Work Scheme.

**Car Parking:** Free onsite parking (we are in a ULEZ free zone)

**Catering:** On site catering at affordable prices

**Employee Discounts Schemes:** 20% discount off membership for Avenue Tennis  
[Medway Gym & Fitness Centre | Avenue Tennis](#)

Access to Civil Service Sports Council, by becoming a member you start enjoying thousands of exclusive discounts, including free, unlimited, year-round family entry to English Heritage and Kew Gardens, a Tastecard and many more discounts.

Free annual subscription to Headspace

Free will writing service provided by Accord Legal Services

Blue Light Card discount scheme [Blue Light Card](#)



# The Recruitment Process

**Closing date:** Friday 06 February 2026 at 09:00am

**Interview date:** Thursday 12 February 2026

***We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.***

To apply please complete an application form which can be found on the school's careers page [Our Vacancies - The Robert Napier School.](#)

If you wish to discuss the role, please contact **Charli Reader** via email at [recruitments@robertnapier.org.uk](mailto:recruitments@robertnapier.org.uk).

**The application form:** Please complete the application form as fully as possible. Gaps in employment do need to be explained, therefore please provide as much information as possible. For example, if you undertook a gap year or had a period of unemployment, please state this. You will be unable to submit your application if there are any gaps.

All applications will be acknowledged, and you will be contacted thereafter of next steps.

**Right to work in the UK:** Unfortunately, if you do not have right to work in the UK, we are unable to process your application. If you are invited to attend an interview, you will be asked to produce original and up-to-date documentary evidence of your right to work in the UK.

**Safeguarding:** Safeguarding is our highest priority; therefore, pre-employment checks will be undertaken prior to a successful candidate joining. This includes references from current or most recent employer, an enhanced DBS with children's barred list check, and original certificates of qualifications will also need to be provided. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, you will be required to complete a self-disclosure form this will be sent with your invite to interview and must be completed, signed, and returned prior to interview. The Trust will also undertake an online search as part of its safeguarding duties at offer stage.

The schools safeguarding Policy can be found [here](#)

**CV:** We do not wish to see your CV so please do not include it.



**Supporting Statement:**

Your supporting statement is important and will be the basis of our shortlisting and progressing your application, therefore you need to ensure you answer the following as concisely as possible:

- Why you believe you are a strong candidate for the position.
- Set out impact you have made in your current/previous positions.
- Make reference to the job description and person specification to set out how you meet the criteria.

**Additional skills:**

Aside from your professional skills relevant to the role you are applying for we are interested in you as an individual, therefore do share with us any additional skills, hobbies, and abilities that you would like us to know about.

**References:**

Do provide referee details as outlined, please ensure you indicate whether references can be taken up before interview.

**Equal opportunities monitoring:**

This will be kept separate from your application and used only for monitoring purposes by the HR department

**Special arrangements:**

Please do set out in the application form any special arrangements we should try to make if you are invited to interview.

**Retention of Personal Information:**

Any information supplied by an unsuccessful candidate will be destroyed six months after date of shortlisting.

Any data about you will be held securely with access restrict to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Our Privacy policy is available [here](#)

**Equality and Diversity:**

We recognise the benefits of a diverse workforce. We are committed to eradication discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.

**Criminal Convictions:**

All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on the application form and when completing a Discloser and Barring form. Failure to provide this information may result in dismissal. A Children's Barred List check is also obtained on anyone who will be working on or coming into contact with children; and must be received by the school before employment can commence.



## Living and working in Medway

On the banks of the River Medway from which it takes its name, Medway is the second largest conurbation (after Brighton) between London and continental Europe. This combined with its comprehensive transport links, makes Medway a gateway to the capital, the county of Kent and the continent.

With its regeneration programme providing a variety of new homes and growth for all, Medway is already one of the South East's fastest growing areas. Its ambitious vision provides economic and housing opportunities across all five major towns – all of which act as a magnet for a diverse range of businesses, property hunters and investors.

“Its comprehensive transport links make Medway a gateway to the capital, the county of Kent and the continent.”

Families and commuters are attracted to Medway by the choice of accommodation and facilities in Medway and can live close to schools, railways, and town centres, including Rochester's historic high street. Not only does Medway boast the biggest regeneration zone within the Thames Gateway, but it is surrounded by award-winning green spaces and world-renowned heritage sites.

## Living in Medway

Medway's housing landscape is very diverse – from Victorian period properties and cottages to newly-developed modern builds and suburban developments. There is something for everyone from families big and small to couples and individuals wanting to find their perfect home.

Medway has the lowest council tax in Kent and one of the lowest rates in the M25 corridor.

A multi-million-pound regeneration programme is currently transforming Medway's landscape bringing 29,000 new homes, many of them stunning riverfront developments.

Medway is a place in which you can enjoy both living and working. A thriving business location but also within an easily commute to London and yet beautifully green with seven green flags accredited parks. It's a great place to put down roots and make a life.

More than 80% of Medway schools have an OFSTED rating of good or better and is home to four universities.



# Job Title – Deputy SENCO

**Salary:** Main Pay Scale / Upper Pay Scale + TLR2B (5,872)  
**Start date:** April 2026 (or sooner)  
**Hours:** 32.5 / Full-Time / Permanent  
**Location:** The Robert Napier School, Third Avenue, Gillingham, Kent ME7 2LX  
**Closing date:** Friday 06 February 2026 at 09:00am  
**Interview date:** Thursday 12 February 2026



We are seeking a Deputy SENCO to join us! This is an exciting opportunity for a committed, compassionate, and knowledgeable individual to contribute to the strategic leadership of our SEND provision. The successful candidate will work closely with the SENCO to ensure that students with special educational needs and disabilities receive the highest quality support and that teachers are empowered to meet a wide range of learning needs in the classroom.

## We are looking for a dedicated and enthusiastic person who:

- Has a passion for helping pupils thrive and meet their full potential
- Has a friendly manner and can communicate effectively with staff and pupils
- Can work effectively as part of a team but can also work independently using their own initiative.
- Has experience of working in a similar school

## In return, we offer you:

- An incredibly supportive group of colleagues and leaders
- Comprehensive induction programme with a commitment to CPD
- Care first employee assistance programme
- Non-contributory membership of Benenden Private Health Care Cover
- Membership of the Teachers Pension Scheme
- Two-week, half-term break in October
- Cycle to work scheme

For further details on this role and to apply please visit the school's careers page [Our Vacancies - The Robert Napier School](#).

Visits to the School are strongly encouraged. For further information and to arrange a visit, please contact [Charli Reader](mailto:Charli.Reader@robertnapier.org.uk) via email [recruitments@robertnapier.org.uk](mailto:recruitments@robertnapier.org.uk).

***We reserve the right to bring forward the closing date and/or interview date where interest and applications received are high, therefore we encourage early applications.***

## Safeguarding Commitment

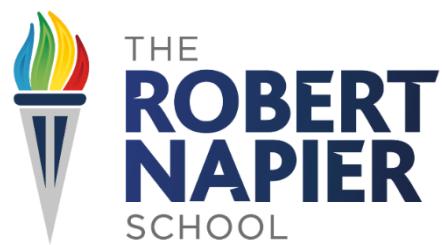
Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in a regulated activity are subject to appropriate vetting procedures and a satisfactory "Disclosing and Barring Service (DBS) Enhanced check".

## Equality & Inclusivity Statement

At Beyond Schools Trust we strive to be a diverse and inclusive workplace where we can ALL be ourselves. We particularly encourage applications from under-represented communities, including but not limited to those who identify as Black, Asian or from a minority ethnic background.



## Our Location



### The Robert Napier School

Third Avenue  
Gillingham  
Kent ME7 2LX

**Tel: 01634 851157**

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